

Compensation and Credentials: A Survey of Arizona's Early Education Workforce



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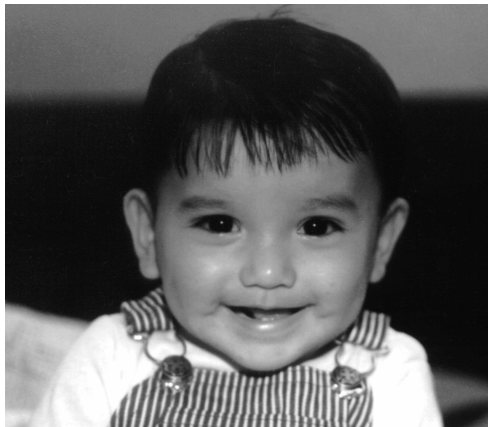
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Compensation and Credentials: A Survey of Arizona's Early Education Workforce



The early childhood education workforce is critical to the economic well-being of this state as well as the future of children. Research has consistently shown that the commitment, education, experience and continuity of teachers for young children are primary factors affecting their early learning and their development of math, language, and social skills. While the size of the early education workforce is large and growing and their impact can be dramatic and long-lasting, little descriptive information has been systematically gathered about qualifications and compensation.

In 2004, Children's Action Alliance; the State School Readiness Board, Governor's Office for Children, Youth & Families; and the Association for Supportive Child Care commissioned this study to fill gaps in knowledge about the early childhood education workforce. This research is based on a telephone survey of all licensed early education employers throughout the state (excluding home-based businesses). The survey results collected from 94% of early education administrators provide key information about the current status of early education professionals and identify needed improvements in the field. Trends can be identified by comparing these survey results to prior surveys in 1997 and 2001.

Key findings from this research include:

- **Wages:** Wages are very low and have grown little in recent years. The median hourly wage for

early education teachers in 2004 was only \$9.00 per hour – below poverty level wages for a family of four.

- **Benefits:** Most early childhood education professionals working full-time have access to some benefits from their employer, including health and dental insurance and paid days off. Early education staff working part-time have very few benefits. Access to key benefits for full-time employees – including health insurance – has declined in recent years.
- **Length of Employment:** Too many early childhood education professionals –including 32% of Assistant Teachers and 17% of Teachers–have been on the job for less than two years.
- **Education:** Too many early childhood education professionals have low levels of education. About one-third of Teachers



Compensation & Credentials Key Performance Indicators

- Median wage for Teachers is \$9.00 per hour
- 70% of full-time professionals offered health insurance with a portion of costs paid by their employer
- 17% of Teachers have been on the job for less than 2 years
- 56% of Assistant Teachers have a high school education or less
- 32% of Teachers have a college degree

have a college degree. Another one-third of Teachers and 56% of Assistant Teachers don't have formal education beyond a high school diploma.

Wages

In Arizona, child care staff earn salaries lower than many other professions, including hairstylists, kindergarten teachers, animal trainers, and pest control workers.

In 2003, Arizona ranked 27th out of 50 states and Washington, D.C. in the wages paid to child care teachers.

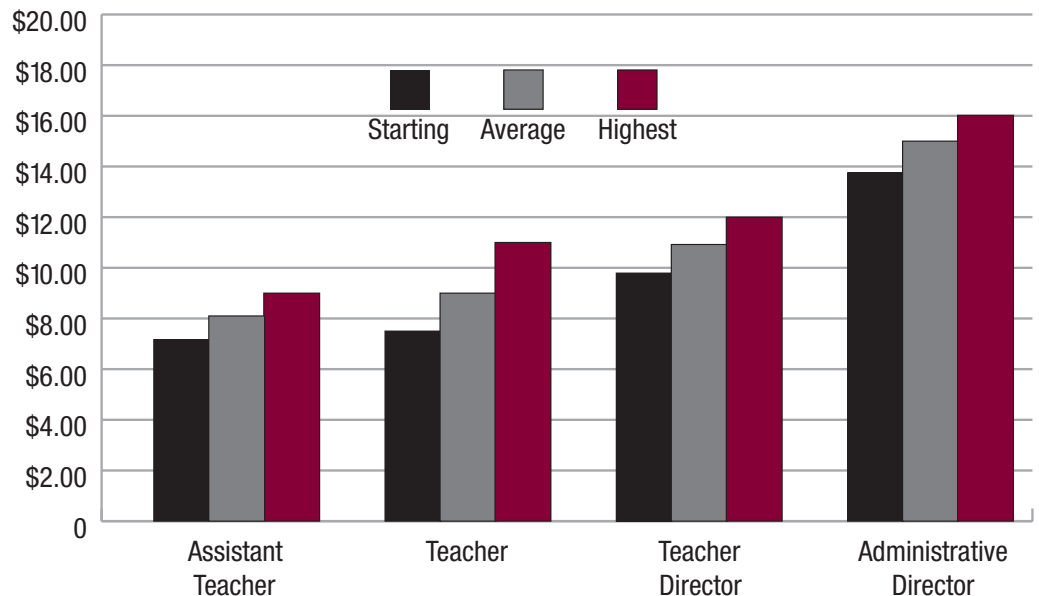
The median salary for Assistant Teachers is only \$8.10 per hour. The median salary for Teachers is only \$9.00 per hour. Working full-time and full-year, these hourly wages are below poverty level income for a family of four. The median salary for Teacher Directors is

\$10.92 per hour and for Administrative Directors it is \$15.00 per hour.

Wages have increased slightly over the past several years. Between 1997 and 2004, the wages of Assistant Teachers grew by \$1.02 per hour, Teachers' wages grew \$1.10 per hour, Teacher Directors' wages grew by \$1.42 per hour, and Administrative Directors' wages grew by \$2.03 per hour, after adjusting for inflation.

In each early education job category, employers pay higher median salaries when they require a higher minimum level of education. For example, for Teachers the median salary paid by employers that require only a high school education is \$8.00 per hour. This rises to \$13.00 per hour for employers that require some college and to \$15.00 per hour for those that require a college degree.

Median Starting, Average, and Highest Hourly Wages for Arizona's Early Childhood Education Professionals, 2004



Head Start and public school settings pay higher average wages than other early education employers. For example, Assistant Teachers in Head Start or public school settings earn approximately \$2.50 more per hour than their counterparts in other settings; Administrative Directors in Head Start or public school settings earn an average of \$6.00 more per hour than their counterparts in other settings.

Benefits

- **Health and Dental Insurance:** The percentage of early education professionals with employers who pay a portion of health and dental insurance has declined in the last several years. After increases between 1997 and 2001, there was a 10% decrease in the proportion of full-time employees getting health

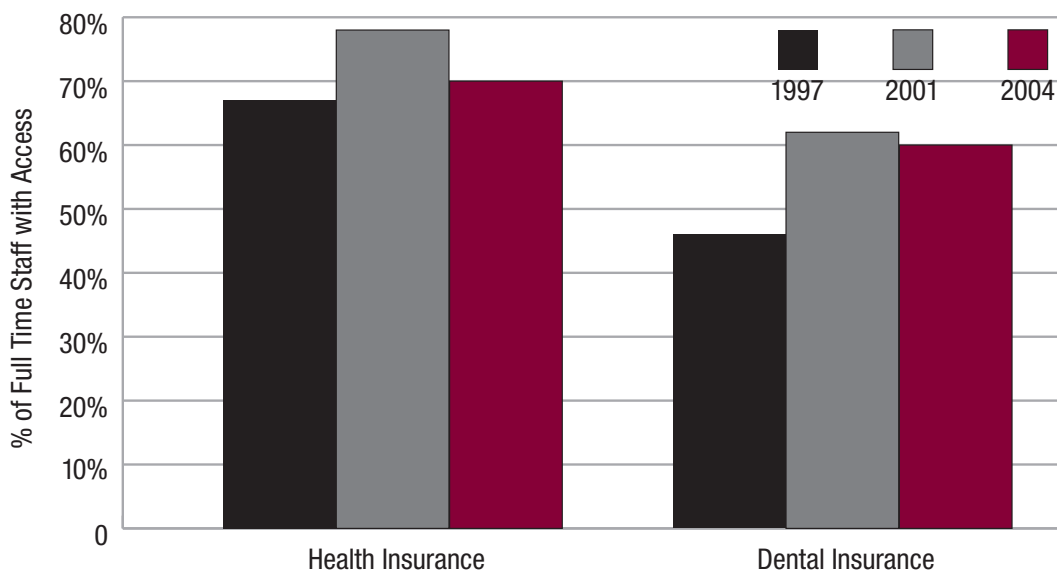
insurance with the full or partial cost paid by their employer between 2001 and 2004. For part-time employees, the proportion having access to paid health insurance decreased 36% and the proportion with access to paid dental insurance decreased 26%.

- **Life Insurance:** Just over one-half of full-time early education employees (53%) have life insurance benefits paid by their employer.

Length of Employment

- Assistant teachers had the greatest likelihood of being on the job the shortest period of time – 32% had been employed for less than two years.
- Teachers, Teacher Directors and Administrative Directors had greater longevity in the workplace—with rates between 50% and 69% being on the job for four or more years.

Access to Full or Partially Paid Insurance Benefits by Full-Time Early Education Professionals



Education Levels

Education levels vary by employee type – Assistant Teachers tend to have lower educational attainment than Teachers, Teacher Directors or Administrative Directors. Over one-half (56%) of Assistant Teachers have a high school diploma or less education. Approximately one-third of Teachers – those who have the most direct contact with children – have a high school diploma or less education.

Conclusion

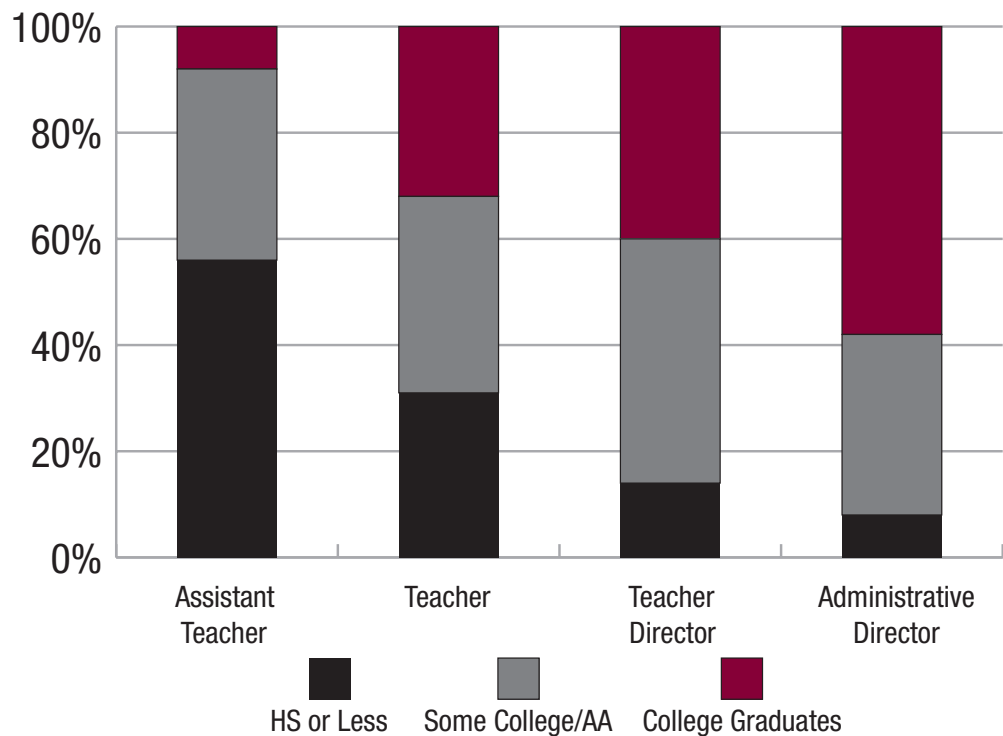
The data in Arizona and around the nation is clear that the vast majority of working parents cannot afford to pay the full cost of quality early education. Early education employers that have a significant investment from sources in

addition to parents – such as public schools, federal funding, or private, faith-based or charity funds – can pay higher wages and benefits for more qualified, stable teachers. Without such investments, teachers' wages, education levels, and length of employment are dramatically lower and the education of young children suffers. Arizona should pursue strategies to target new resources to enhance the education, training, compensation, and stability of the early education workforce.

Recommendations

- Increase state subsidy rates for the early care and education of low-income children with working parents.
- Establish wage supplements,

Education Levels of Early Childhood Professionals, 2004



scholarships, and educational options to encourage early childhood teachers to obtain focused training and education beyond a high school diploma.

- Develop mechanisms to bring additional educated professionals into the early education field.
- Connect early childhood education employers to lower-cost health insurance.
- Develop a pool of qualified temporary early childhood teachers to serve as substitutes.
- Strengthen the state child care licensing requirements for teacher education levels and pre-service and in-service training.
- Provide increased subsidy reimbursement rates for employers

that attain specified levels of teacher education and training through a voluntary quality rating system.

- Encourage greater enrollment with the S☆CCEEDS professional registry for early childhood staff and assist registered professionals in obtaining additional training and education.
- Invest resources to enhance the quality of training available to early childhood professionals.





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The Arizona early childhood education workforce is critical to the economic well-being of this state as well as the future of children. A 2004 economic study reported that more than 19,000 Arizonans worked for center-based early childhood education employers with a direct impact of \$1.7 billion on the Arizona economy.¹ The early childhood education profession is growing as Arizona's population of young children continues to grow. The State of Arizona projects that the combined number of child care professionals and preschool teachers will increase by 24% between 2003 and 2013.² While this workforce is substantial, little descriptive information has been systematically gathered about key workplace features.

In 2004, Children's Action Alliance; the State School Readiness Board, Governor's Office of Children, Youth & Families; and the Association for Supportive Child Care commissioned this study. The purpose is to provide a clear description of the compensation and education level of the early childhood education workforce, and to identify areas where improvement is needed.

This report summarizes information collected from a telephone survey of licensed early childhood education employers (excluding home-based businesses). It provides information on wages, employee benefits, length of employment, and education levels. In addition, this report sets out a series of key performance indicators that will be used to monitor changes in

working conditions. Finally, the report provides recommendations to improve quality by strengthening the early childhood education workforce.

The Importance of Compensation and Education

There are many factors that influence positive outcomes for children in early childhood education settings. Higher quality care and education increases the chances of learning success for children. Research has consistently shown that factors such as small group size, high staff to child ratios, and well-educated, stable caregivers are the key components of quality early childhood education.

The most essential components of quality are the commitment, education, experience and continuity of the teacher.³ Teachers who are well-versed in early childhood education and who engage children in developmentally appropriate activities foster the healthy development and learning of children.⁴ Examining the early childhood education workforce helps us to better understand how well the system prepares children to be successful in school and life.

There are several factors that help to characterize the early childhood education workforce, including turnover, education levels, and wage and benefit levels. While these are not the only factors, they provide important insights into the field's ability to attract and retain highly qualified early childhood education teachers.

Employee Turnover: Turnover is a problem in low-wage and high-stress jobs, and early childhood education has some of the highest turnover rates of any profession. According to *MarketWatch* reporter Kristen Gerencher, trade groups and human resource experts note that early childhood education employees have the fifth highest turnover rates of any profession.⁵ A national study found that 20% of early childhood education centers reported losing at least half of their staff each year.⁶

When turnover rates are high, there are long-lasting negative effects on children. The National Early Childhood Education Staffing Study found that high turnover rates meant that children spent less time engaged in social activities with peers and more time aimlessly wandering. These children subsequently scored lower on language development tests, which are important predictors of future success in school.⁷ This report assesses average length of employment as an indicator of employee turnover rates.

Education: Research indicates that teachers are better prepared to help children and that children receive better quality care if staff have higher levels of education. These studies link additional education, especially if it is in the early childhood education field, to improvements in a teacher's ability to assess a child's needs and identify appropriate activities to challenge a child and encourage healthy development. These studies have found:

- Teachers with college degrees were better at individualizing teaching to suit a child's temperament, learning style, home language and culture, and other factors that can be critical to a child's learning.⁸
- Children whose teachers had at least a bachelor's degree in early childhood education engaged in more concrete, developmentally appropriate activities than children with teachers who lacked the degree.⁹
- Children in classrooms with teachers who had at least an associate's degree in early childhood education had higher scores on developmentally appropriate picture-vocabulary tests than children in classrooms with teachers who only had a high school diploma.¹⁰

Wages: Early childhood education work is often characterized by physically demanding labor and low wages. Wages for early childhood education teachers, 97% of whom are women, continue to be low compared to the wages of other female workers.¹¹

Research confirms that early childhood education teacher quality is strongly linked to compensation. When early childhood education employers pay higher wages, they can attract and retain more highly educated teachers.¹² A college-based education is an important predictor of high performance among teaching staff. Poor pay and benefits make it difficult to recruit and hire professionally qualified early childhood education teachers. In addition, poor compensation contributes to high turnover, which

harms educational quality and wastes the resources spent on teacher preparation and continuing education.¹³

Benefits: Another element of worker retention and stability are the availability of employee benefits. Studies have demonstrated that benefits for early childhood education teachers are critical components to improving the quality of care to children and lessening the turnover rate in the field. A study of Los Angeles area low-wage workers found that the provision of health insurance benefits increased stability and decreased turnover.¹⁴ Unfortunately, like many low-wage workers, benefits are limited for early childhood education employees.

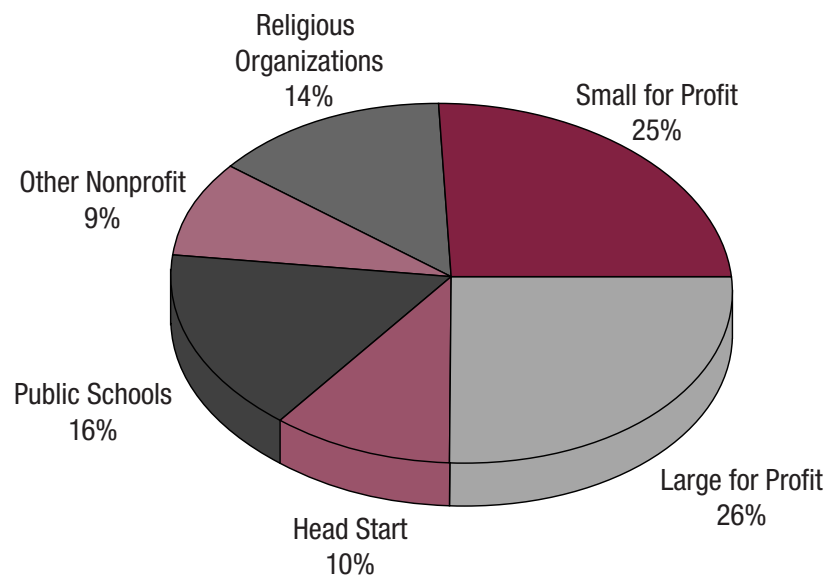
Wages, benefits and education levels are critical factors to depicting and understanding the quality of early care professionals in Arizona. Understanding this information is useful for several reasons. First, it enables us to better understand the challenges faced by the state's early care and education system. Second, early childhood education is a growing profession and these challenges will only continue to mount. Third, thousands of children are cared for by these professionals. The education children receive in these early years sets the course for how they will perform in school.

Unless otherwise noted, data in this report is drawn from the 2004 survey of Arizona's early childhood education employers. The findings represent the experience of 2,142 early childhood education sites. It is

important to note that the number of early education professionals – and children – in the different types of settings varies significantly. As shown in Chart 1, about half the Teachers represented in this survey work for for-profit employers, one quarter work in public school or Head Start settings, and one quarter work for non-profit, private employers.

Small for-profit employers are those with fewer than four separate sites; large for-profits are those with four or more separate sites. Detailed tables of survey responses can be found in the appendices.

Chart 1
Employment Settings of Early Childhood Teachers Represented in 2004 Arizona Survey



2004 Key Performance Indicator

Median hourly wage for Teachers: **\$9.00**

Wages earned by early childhood education employees were examined from several perspectives, including average wage, starting wage, and highest wage. This summary compares early childhood teacher wages to wages in other professions, compares Arizona wages to wages in other states, then examines wages and trends for specific early education job categories based on the 2004 survey.

Early Childhood Compared to Other Professions

The mean annual wages earned by Arizona's early childhood staff are lower than those earned by many other professionals. According to the U.S. Bureau of Labor Statistics, child care workers in Arizona earned an average of \$16,360 in 2003. This is lower than the wages earned by coatroom attendants, hair stylists, animal trainers and many other professions. The annual wages earned by a child care worker are lower than poverty level wages for a family of four.

Arizona Compared to Other States

According to a study prepared by the Center for the Child Care Workforce, Arizona ranked 27 out of 50 states and Washington, D.C. in the wages paid to child care Teachers. The state with the highest median hourly wages for early childhood education teachers was Massachusetts with \$10.00 per hour; the state with the lowest median hourly wages was Louisiana with \$6.47 per hour.¹⁵

Arizona Early Education Wages – 2004 Survey Results

- **Assistant Teachers:** Assistant Teachers earn the lowest average wages of early childhood education employees, earning a median wage of just \$8.10 per hour. The median lowest starting salaries for these staff members is \$7.25 per hour and the median highest salary rises only to \$9.00 per hour – for a difference of about \$1.75 per hour between an Assistant Teacher's starting salary and highest salary.

There is some variation among early childhood education employers with Head Start providing the highest salaries for Assistant Teachers. The lowest salaries are generally earned by Assistant Teachers in for-profit early childhood education centers.

- **Teachers:** The average early childhood education Teacher earns \$9.00 per hour with the median starting salary at \$7.50 and the median highest salary at \$11.00 per hour – for a difference of \$3.50 per hour between a Teacher's starting salary and highest salary.

There is some variation across types of early childhood education employers with public schools paying the highest salaries for early childhood education Teachers – with a median of \$14.36 per hour – and for-profit early childhood education employers paying the lowest salaries – with a median of \$8.00 per hour.

- **Teacher Directors:** The average Teacher Director earns \$10.92 per

hour with the median starting salary at \$9.79 per hour and the median highest salary at \$12.00 per hour – for a difference of about \$2.21 per hour between a Teacher Director’s starting salary and highest salary.

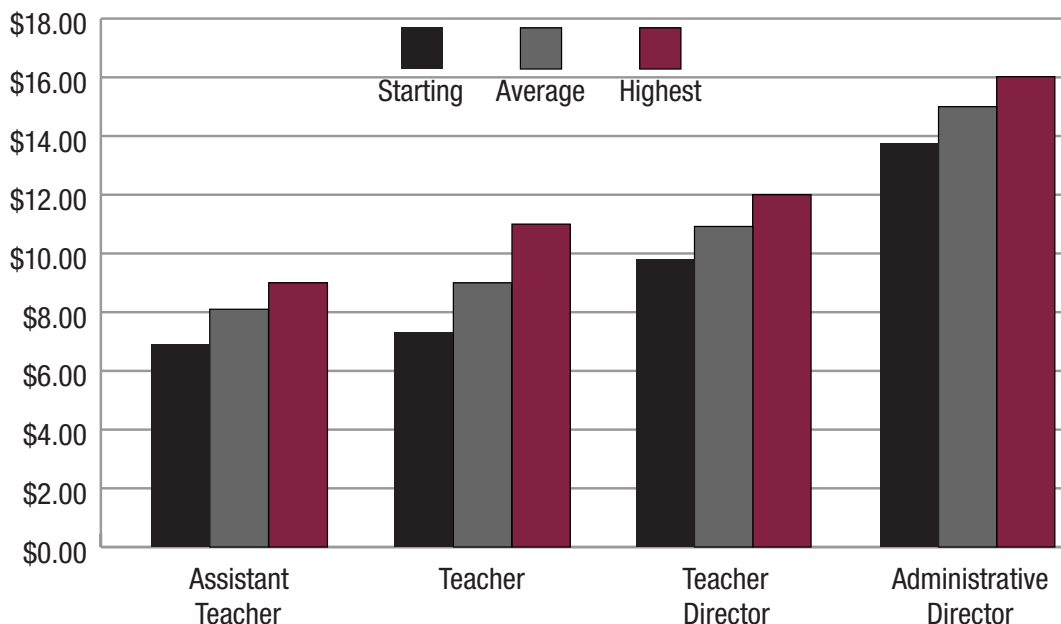
There is some variation across types of early childhood education employers with Head Start providing the highest salaries for Teacher Directors – at a median of \$13.00 per hour – and for-profit early education employers paying the lowest salaries.

- **Administrative Directors:** The average Administrative Director earns \$15.00 per hour with a median starting salary beginning at \$13.75 per hour and the median highest salary at \$16.02 per hour –

for a difference of \$2.27 per hour between an Administrative Director’s starting salary and highest salary. There is variation across types of early childhood education employers with public schools providing the highest salaries for Administrative Directors – with a median of \$25.00 per hour – and the lowest salaries being paid by small, for-profit employers at a median of \$13.00 per hour.

Chart 2 provides an overview of the median starting, average and highest hourly wage across these different job categories. These wages are significantly below \$16.27 – the mean hourly wage for all occupations in Arizona in 2003 (reported by the U.S. Bureau of Labor Statistics).

Chart 2
Median Starting, Average and Highest Hourly Wages of Arizona’s Early Childhood Education Professionals 2004



Changes in Wages

Arizona early education wage and benefit information has been surveyed previously in 1997 and 2001, making it possible to examine how wages have changed for these professionals over time. Between 1997 and 2004, Assistant Teachers' median hourly wages grew by \$2.35 per hour. Adjusting for inflation, these Assistant Teachers' salaries increased a mere \$1.02 per hour over the past seven years. Teachers' wages saw the largest increases with median wages increasing \$2.80 per hour over the past seven years – an increase of \$1.10 per hour after adjusting for inflation. Administrative Directors' median wages increased \$3.55 per hour – an increase of \$2.03 per hour after adjusting for inflation.

This small, positive trend in wages has likely been caused by two main factors. First, the federal minimum wage was increased from \$4.75 per hour to \$5.15 per hour, effective September 1997. This increase occurred after the wage data from the

1997 survey had been collected. Because a substantial number of early childhood Assistant Teachers – and a number of Teachers – earn at or near the minimum wage, it is likely that the 1997 minimum wage increase pushed overall wages in the field higher in the following months and years.

Second, since the wage data was collected in 1997, the Arizona state legislature has increased the “child care subsidy” rate three times. These subsidies use state and federal funds to reimburse early education employers (excluding Head Start) for low-income children of qualified working parents. The subsidy offsets the amounts that parents have to pay and applies to a large number of children participating in early education programs – an average of 42,700 children each month in fiscal year 2004-2005. When the subsidy rates are increased, they allow many employers the capacity to increase wages for their teaching staff. However, the subsidy rates have not been increased since October, 2001 and are still based on the costs charged to parents back in 1998.

Variation Among Early Childhood Education Settings

There is significant variation in wages among the different types of early childhood education employers. Head Start and public school settings are paying higher average wages than other employers. For example, Assistant Teachers in Head Start or public school settings earn about \$2.50 more per hour than

How Does Early Childhood Education Compare?

Mean Annual Wages in Arizona

Kindergarten Teacher	\$38,540
Pest Control Worker	\$26,520
Barber	\$24,270
Animal Trainer	\$21,320
Hair Stylist	\$20,660
Poverty Level-Family of 4	\$19,157
Coatroom Attendant	\$18,590
Child Care Worker	\$16,360



Sources: Bureau of Labor Statistics. 2003. State Occupational, Employment and Wage Data: U.S. Census, 2004 Poverty Thresholds. “Child care worker” includes those who “Attend to children at schools, businesses, private households, and child care institutions and perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes Preschool Teachers and Teacher Assistants.”

their counterparts in other settings; Administrative Directors in Head Start or public school settings are earning an average of \$6.00 more per hour than their counterparts in other settings. These higher wages are possible because additional funding sources – such as federal funds or school district funds – replace or supplement payments from parents.

It is important to note, however, that Head Start and public school programs combined account for only 26% of all early childhood Teachers included in the survey. Most teachers – and most children – are in for-profit child care centers or other types of nonprofit classrooms. That means that most children are learning from teachers earning the lower wages.

Chart 3
Growth in Median Hourly Wages for Early Childhood Education Professionals, 1997-2004 (adjusted for inflation)

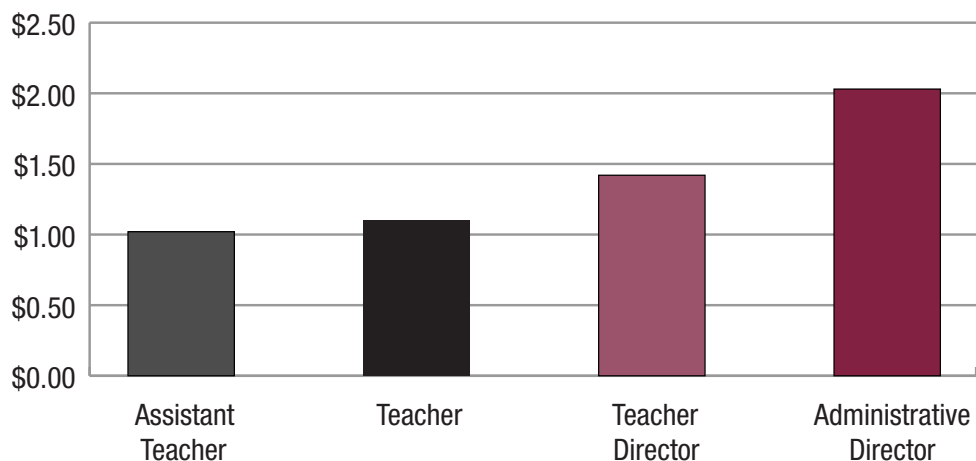
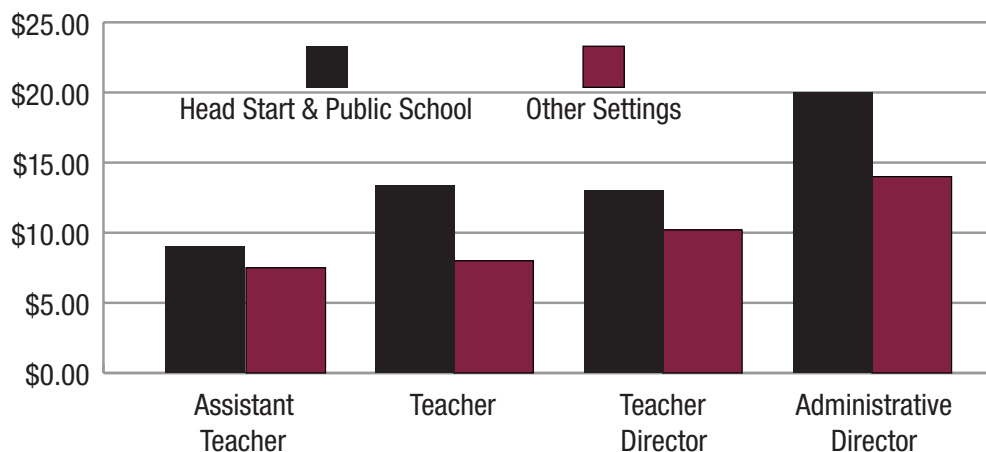


Chart 4
Median Hourly Wages for Early Childhood Education Professionals in Different Settings, 2004



2004 Key Performance Indicator

% of full-time staff offered health insurance with a portion of costs paid by the employer: **70%**

There are a host of benefits that employers package together to provide support to their workforce, attract new workers, and reduce turnover of existing employees. These can be grouped into some basic categories: health and dental benefits, life insurance, retirement, vacation, maternity leave, and other benefits. The information reported here includes specific types of benefits available to full-time and part-time early education staff.

Health and Dental Insurance

Health and dental insurance are among the most sought after employee benefits. In Arizona, 76% of full-time early childhood education staff are offered some type of health insurance and 70% are offered some type of dental insurance. For part-time employees, 75% are offered some type of health insurance and 23% of are offered some type of dental insurance.

Health and dental insurance policies can vary dramatically, both in the out-of-pocket costs charged to employees and in the range of services that are covered. The data collected in this survey notes whether the employer pays for a portion of the costs of the insurance policy or not; the survey did not collect any additional information about the breadth or cost of health or dental insurance policies.

Twenty-seven percent of full-time employees are offered health insurance for both themselves and their dependents with full or partial costs paid by the employer. Another

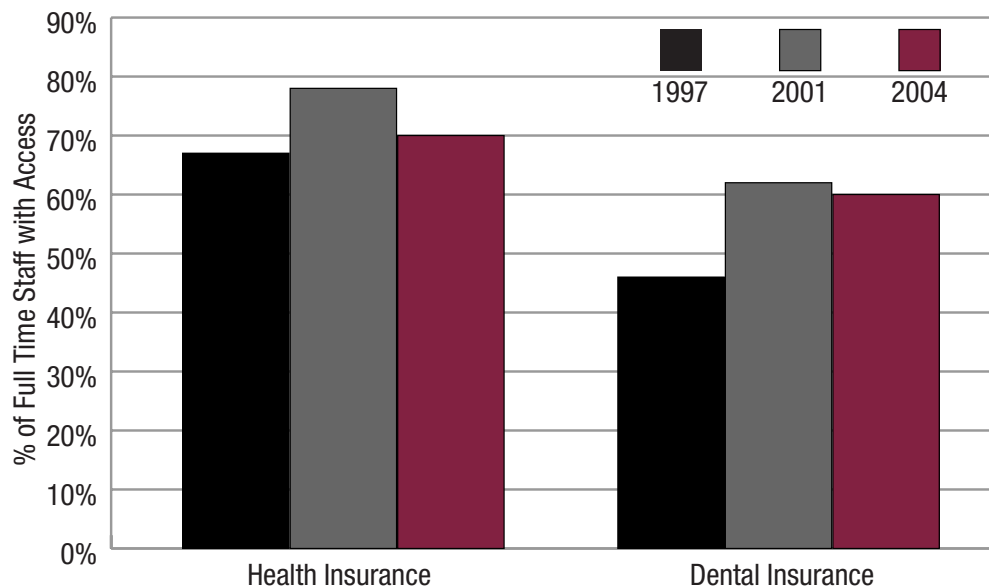
43% are offered health coverage for themselves with full or partial costs paid by the employer, but no costs paid for coverage of their dependents. The rates are slightly lower for dental insurance: 26% of full-time employees are offered dental insurance for both themselves and their dependents with full or partial costs paid by the employer; another 34% are offered dental insurance for themselves with full or partial costs paid by the employer, but no costs paid for coverage of their dependents.

There is variation among the different types of early childhood education employers in the availability of health and dental insurance. For example, employees in public school settings are most likely to be offered full or partial payment for health and dental insurance for themselves alone. Employees in large, for-profit early childhood education centers are most likely to be offered full or partial payments for coverage for both themselves and their dependents. Employees in small, for-profit employers are the least likely to be offered any health insurance at all.

Health and Dental Insurance Benefits Decreasing: The percentage of early childhood education staff being offered health and dental insurance rose between 1997 and 2001 but has fallen since then. For example, the percentage of full-time employees being offered health insurance with any cost paid by the employer dropped from 78% in 2001 to 70% in 2004. Similar patterns exist for dental insurance and for part-time employees.

Chart 5

Access to Full or Partially Paid Insurance Benefits by Full-Time Early Education Professionals



Life Insurance

Sixty percent of Arizona's full-time early childhood education staff are offered some form of life insurance benefits and 18% of part-time employees are offered life insurance.

Virtually all Head Start employees have access to life insurance benefits. In comparison, only 16% of full-time staff with small, for-profit employers were offered life insurance.

The availability of life insurance benefits for early education staff has been decreasing since 1997. For example, in 1997, 67% of full-time employees were offered life insurance with a portion of costs paid by the employer. By 2004 the rate had dropped to 53%.

Retirement Plans

Almost three-fifths (59%) of full-time early childhood education employees are offered some form of retirement plan; less than one-third (29%) of part-time employees have access to this benefit. There is substantial variation among types of employers. For example, all Head Start employees have access to retirement plans whereas only 21% of employees in small for-profit centers have this benefit.

Vacation, Holidays and Sick Leave

Eighty-two percent of full-time early childhood education employees have paid holidays, and 89% have paid days off that can be used for vacation leave. Staff working for small, for-profit early education employers are much less likely to receive paid holidays (60%) or paid days off for vacation (77%) than staff working for other types of employers.

Family Leave

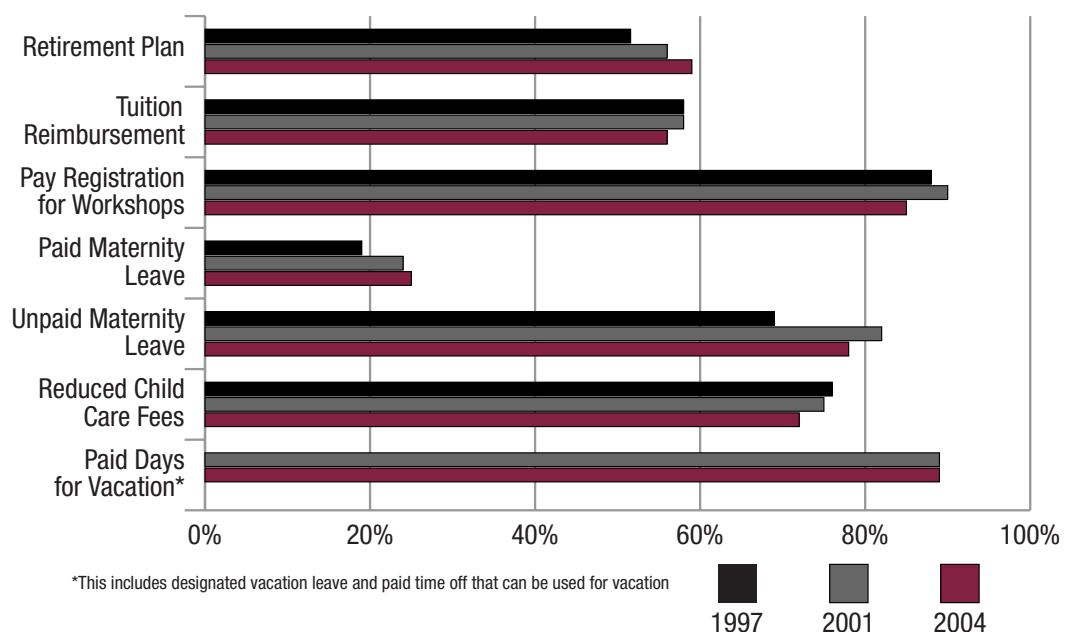
Seventy-eight percent of full-time early childhood education employees are offered unpaid maternity or paternity leave, while only 25% have paid leave. This benefit is much less prevalent for part-time employees: 55% have unpaid maternity or paternity leave and only 9% have paid

leave. Full-time employees for Head Start are the most likely to have either paid or unpaid maternity or paternity leave while full-time employees in small, for-profit early childhood education centers are the least likely to have this benefit.

Continuing Education

Many employers encourage the continuing education of their workforce through subsidizing tuition costs for higher education or workshop registration fees. For example, 85% of full-time employees can get reimbursed for workshop registration fees and 56% can get reimbursed for tuition. For part-time employees, 80% can get reimbursed for workshop registration fees and 36% can get tuition reimbursement.

Chart 6
Rate of Full-Time Early Education Professionals with Selected Benefits



Early Childhood Education Fees

A special advantage of working for an early childhood education employer can be assistance with the cost of care for an employee's own child. Nearly three-quarters of both full-time and part-time employees have access to this benefit.

Changes in Benefits

In 2004, fewer employees were offered reduced child care fees, tuition

reimbursement or paid workshop registration fees compared to 1997. On the other hand, the availability of retirement plans and maternity leave increased between 1997 and 2004. The percentage of full-time employees with paid days off that could be used for vacation leave remained 89% in both 2001 and 2004 (the data from 1997 is not comparable).



Length of Employment

2004 Key Performance Indicator

% of Teachers on job for less than 2 years: **17%**

Length of employment is a major concern for early childhood education employers because employee stability is so critical to outcomes for children. The stability of early education professionals can be difficult to measure and interpret. In this report, early education professional stability is examined by looking at the length of time current staff members have been on the job.

- **Assistant Teachers:** Approximately 32% of Assistant Teachers had been employed by the early childhood education center for less than two years, while 28% had been employed for four or more years. Large, for-profit early education employers had the highest concentration of staff who had been employed for the shortest time: 55% of the Assistant Teachers had

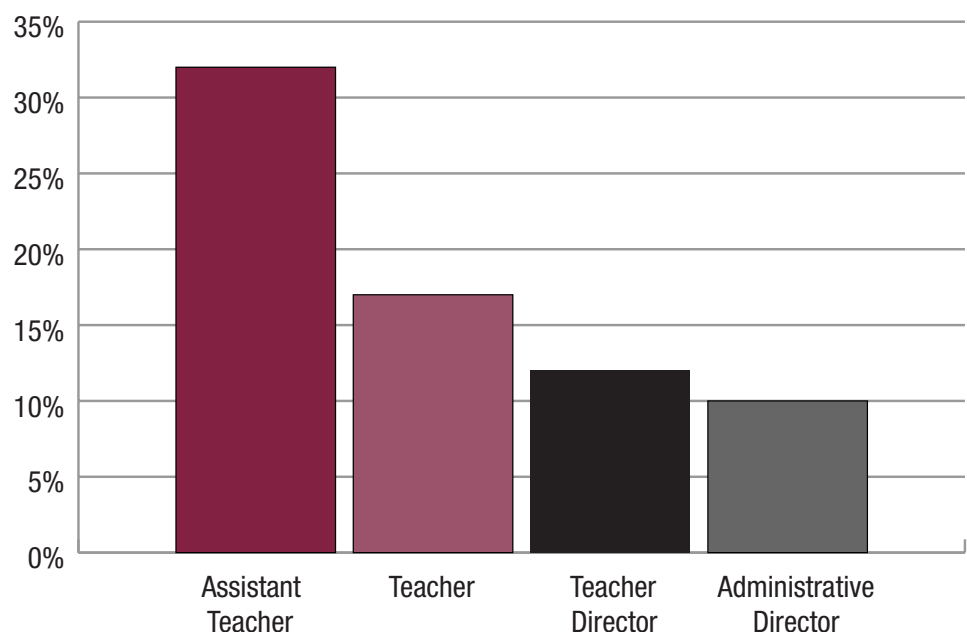
been there less than two years. Head Start programs, on the other hand, had the highest concentration of staff members who had been employed for the longest period of time: 51% of Assistant Teachers had been employed for four or more years.

- **Teachers:** There were fairly high levels of longevity among Teachers in early childhood education settings. Seventeen percent of Teachers had been working for less than two years. Half the Teachers had been employed for four or more years. Head Start had the largest concentration of Teachers with long-term employment: 92% of Teachers had been employed for four or more years.

- **Teacher Directors:** Similar to teachers, there was substantial

Chart 7

Percent of Early Childhood Education Professionals on the Job for Less Than Two Years, 2004



longevity among Teacher Directors with 63% having been employed for four or more years. Large, for-profit employers and public schools had the highest concentration of Teacher Directors who had been on the job the shortest amount of time: 9% had been employed for less than two years. However, all types of employers had substantial concentrations of Teacher Directors who had been employed for four or more years.

- **Administrative Directors:**

Administrative Directors also demonstrated employment longevity. Nearly 7 out of 10 Administrative Directors (69%) had been employed for four or more years.

Increases in Length of Employment

Between 2001 and 2004, average lengths of employment have generally been increasing. For Assistant Teachers, 49% were on the job less than two years in 2001. This figure shrank to 32% in 2004. For Teachers, 40% were on the job less than two years in 2001. This figure shrank to 17% in 2004. For Teacher Directors, 20% were on the job less than two years in 2001. This figure shrank to 12% in 2004. For Administrative Directors, 10% were on the job less than two years in 2001. This figure remained the same in 2004. It is unclear what has contributed to this positive trend in length of employment.



Education Level

2004 Key Performance Indicator

- % of Assistant Teachers with high school education or less: **56%**
- % of Teachers with college degree: **32%**

Research indicates that the more education an early childhood education professional receives, the better the outcomes for children. This report examines workforce education levels in two ways: 1) the minimum level of education required by the employer; and 2) education levels of current staff. The survey collected data about the education credentials earned by employees and participation in post-secondary formal education. No information was collected about other types of professional training.

Minimum Education Levels Required by Employer

The minimum education levels required by employers set the foundation for education in the field. These requirements have not changed much since 2001.

- **Assistant Teachers:** The minimum requirement to hold an Assistant Teacher position varies little across types of early childhood education employers. Eighty-one percent of

Assistant Teachers work for employers who require that they have a high school diploma or GED. Fifteen percent of Assistant Teachers working for Head Start and 28% of Assistant Teachers working for public school programs are required to have some college education.

- **Teachers:** Nearly two out of three Teachers (63%) are only required to have their high school diploma or GED. Twenty-four percent are required by their employers to have some college credits. There was somewhat greater variation across types of employers for Teachers than for Assistant Teachers. For example, 92% of Head Start Teachers must have some college credits versus only 8% of Teachers in large, for-profit centers.
- **Teacher Directors:** Just over one-third (34%) of Teacher Directors are only required to have a high school diploma or GED and 43% are required to have at least some college credits. Education requirements for Teacher Directors are lowest in large, for-profit employers.
- **Administrative Directors:** Higher minimum education requirements are set for Administrative Directors: 37% of Administrative Directors are required by their employers to have at least some college credits and 38% are required to have a college degree. However, close to one-third of Administrative Directors working in for-profit employers were not required to have any education beyond a high school diploma or GED.

Minimum Education Level Required by State

Arizona child care regulations establish the minimum levels of education needed to work in licensed early education centers. Employers must meet these minimum educational requirements as part of their state license.

Assistant Teacher: Enrolled in high school or GED course

Teacher: High school diploma or GED

Director: High school diploma or GED and 3 credit hours of early care at accredited college.

Sources: AZ Administrative Code R9-5-401



Current Level of Education

The survey collected data about the education levels among the current early education workforce.

- **Assistant Teachers:** 56% of Assistant Teachers had a high school education or less. Assistant Teachers in for-profit centers were more likely to have no more than a high school education. Assistant Teachers working for Head Start and public schools were more likely to have college credits or an associate's degree.
- **Teachers:** Approximately one-third of Teachers (31%) had a high school education or less, approximately one-third (37%) had some college credits, and approximately one-third (32%) were college graduates. Teachers in for-profit early childhood education settings were more likely to have a high school education or less while Teachers in Head Start programs and public school settings were more likely to have some college credits or a college degree.
- **Teacher Directors:** Teacher Directors tended to have higher education levels: 46% had some college credits and 40% had a college degree. This was fairly consistent across types of early childhood education employers.
- **Administrative Directors:** Administrative Directors were the most likely to have a college degree, with 58% of these staff achieving this level of education. This was fairly consistent across types of early childhood education employers.

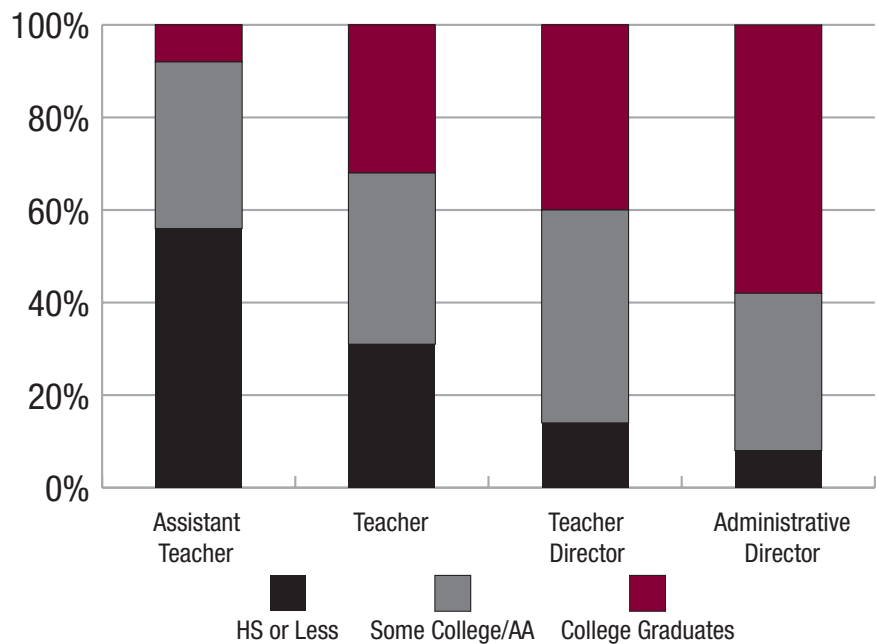
High Educational Standards Are Linked to Better Wages

Higher educational expectations are rewarded financially. In each job category, higher median salaries are paid to staff in early childhood education employers that have higher minimum education requirements.

For example, the median salary paid to Teachers by employers that require only a high school education is \$8.00 per hour; the median paid by employers that require some college rises to \$13.00 per hour and the median paid by employers that require a college degree rises to \$20.00 per hour.



Chart 8
Education Levels of Early Childhood Education Professionals, 2004



Conclusion and Recommendations

High quality early childhood education sets the foundation for life-long learning and school success. And qualified early childhood teachers are the foundation of high quality early childhood education. Examining the wages, benefits, length of employment, and educational levels of early childhood education professionals in Arizona tells us much about the profession, employee stability, and potential outcomes for children. This data clearly indicates:

- **Wages:** Wages are very low and have grown little in recent years. The median hourly wage for early education teachers in 2004 was only \$9.00 per hour – below poverty level wages for a family of four.
- **Benefits:** Most early childhood education professionals working full-time have access to some benefits from their employer, including health and dental insurance and paid days off. Early education staff working part-time have very few benefits. Access to key benefits for full-time employees – including health insurance – has declined in recent years.
- **Length of Employment:** Too many early childhood education professionals – including 32% of Assistant Teachers and 17% of Teachers – have been on the job for less than two years.
- **Education:** Too many early childhood education professionals have low levels of education. Thirty-two percent of Teachers and 56% of Assistant Teachers don't have

formal education beyond a high school diploma.

These findings not only illuminate the state of the profession, they also provide guideposts for action, including:

- **Increase state subsidy rates for early care and education of low-income children with working parents** – The data in Arizona and around the nation is clear that the vast majority of working parents cannot afford to pay the full cost of quality early education. Early education employers that have a significant investment from sources in addition to parents – such as public schools, federal funding, or private, faith-based or charity funds – can pay higher wages and benefits for more qualified, stable teachers. Without such investments, teachers' wages, education levels, and length of employment are dramatically lower and the education of young children suffers.

One source of additional funding is child care subsidies for qualified working parents earning low incomes. These subsidies, paid with a combination of federal and state funds, have supplemented parent payments in Arizona for the last 40 years. But the subsidy rate today is still based on the “market rate” charged by early education businesses in 1998 – well below current market rates. This low reimbursement rate depresses the wages and benefits paid by many early education employers and prohibits them from hiring and retaining teachers with more education and training.

- **Develop mechanisms to encourage early childhood education professionals to obtain focused training and education beyond a high school diploma** – Research shows that there are many barriers to those currently in the field obtaining higher education. One barrier is continued low pay. Arizona should develop a plan to phase in a statewide wage incentive program that provides early childhood teachers with wage supplements or bonuses when they obtain higher levels of education.

Systems of support can overcome additional barriers to higher education. These may include scholarship programs that provide financial assistance for tuition, books, materials, and transportation; individual help navigating the higher education system; and flexible class schedules.

- **Develop mechanisms to bring additional educated professionals into the field** – Arizona should encourage young people to choose the field of early childhood education as a career. This could be accomplished through exposing high school and college students to opportunities in the field through seminars, leadership development and internships.
- **Connect early childhood education employers to lower-cost health insurance** – Health insurance is an important benefit for employee recruitment and retention. Arizona can help more early education employers provide employees with affordable, meaningful health insurance through existing public and private options, such as the AHCCCS Health Care Group.



- **Develop a pool of qualified temporary early childhood professionals to enable employers to offer benefits, including sick leave, paid holidays, and family leave** – Too often early education employers are reluctant to offer paid sick leave or to encourage teachers to pursue off-site training or higher education because they do not have qualified substitutes to cover the teacher's classroom responsibilities. To remedy this problem, Arizona should help establish organized pools of well-trained, qualified early childhood education substitutes.
- **Raise the level of education and training of early childhood teachers** – Arizona should adopt licensing standards that require higher levels of education for early childhood education staff and more pre-service and/or in-service training.
Arizona should promote more

education and focused training for early childhood teachers through a voluntary quality rating system. The rating system would provide a higher subsidy rate to employers that attain higher levels of teacher education and training and other measures of quality. Technical assistance and resources should be available to early childhood employers to help raise the education and training level of their teaching staff.

- **Strengthen S☆CCEEDS** – S☆CCEEDS is Arizona's early childhood education professional registry. Arizona should encourage greater voluntary enrollment with S☆CCEEDS through outreach and incentives. Resources should be increased to enhance the quality of the training available to early childhood professionals, including evaluation and monitoring of the training seminars.



Appendices

Appendix A– Methodology

This study was commissioned in 2004 by Children’s Action Alliance; the State School Readiness Board, Governor’s Office of Children, Youth & Families; and the Association for Supportive Child Care. The project was guided by an advisory committee that included the Arizona Department of Economic Security, Arizona Department of Education, Arizona Child Care Association, Arizona Community Foundation, and the Arizona Head Start Association.

The Maricopa County Office of Research and Reporting was hired to conduct the survey of licensed, center-based early childhood education employers. The objective was to provide information on the wage levels, benefits, length of employment, and education levels of Arizona’s early childhood education teachers and administrators.

The goal was to collect these data from all early education employers (excluding home-based businesses) that are licensed by the Arizona State Department of Health Services. These employers include child care centers, Head Start programs and programs operated by public schools. The number of licensed sites as of September 1, 2004 was 2,166. Data from child care centers was collected from individual sites, and data from Head Start programs and programs based at public schools was collected from the administrative offices which reported information for multiple sites or classrooms.

Of the 2,166 licensed sites, 49 were no longer providing care or had

no paid employees. For the remaining 2,117 sites, 1,308 center or program administrators were identified and 1,228 individual interviews completed for a participation rate of 94%. These interviews provided data for 2,142 sites. This number is greater than the number of licensed sites for two reasons: (1) licensed public school sites sometimes have multiple programs sharing the license; (2) sites on tribal lands do not require a license from the Arizona State Department of Health Services.

The Maricopa County Office of Research and Reporting collected the data. An introductory letter and a copy of the questionnaire were mailed to centers or faxed to program administrators. Interviews were conducted by telephone between October 4, 2004 and November 14, 2004 using staff who were experienced and well-trained in these types of interviews.

For purposes of the study the following definitions were provided to the respondents:

- **Teachers** - persons in charge of a group or classroom of children, often with staff supervisory responsibilities;
- **Assistant Teachers** - persons working under the supervision of a teacher;
- **Teacher Directors** - persons with both teaching and administrative duties;
- **Administrative Directors** - persons with primarily administrative duties;
- **Full-Time Work** - 30 hours a week or more; and
- **Part-Time Work** - fewer than 30 hours per week.

Of the respondents, 29% were from for-profit employers with fewer than four sites; 9% were from Arizona-based, for-profit employers with four or more sites; 9% were from for-profit national employers with four or more sites; 3% were from Head Start programs; 18% were from public school programs; 20% were from religious nonprofit organizations; 2% were from YMCA organizations; and 11% were from other nonprofit sites.

The unit of analysis for all of the data reported is related to the specific type of employee and the data have been weighted accordingly. For example, data on the average salary for teachers were collected from 1,160 early childhood education providers employing 9,844 teachers. The numbers of each type of employee reported by each provider were used as weighting factors in order to be able to talk about medians and averages for each type of employee rather than for employment “sites.” This weighting is imperative given the great diversity in numbers of paid staff.





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Appendix C – 2004 Early Education Professionals Compensation and Credentials Survey Questions

Prepared and conducted by the Maricopa County Office of Research & Reporting

Childcare centers rely on the skills and services of many employees, i.e. cooks, bus drivers, secretaries, and professional staff without teaching responsibilities. In this survey, however, you will be asked only about teaching staff and administrative director(s) with executive-level responsibilities for your center.

Please use the following titles to describe your staff for the purposes of this survey:

TEACHERS - persons in charge of a group or classroom of children, often with staff supervisory responsibilities

ASSISTANT TEACHERS - persons working under the supervision of a teacher

TEACHER-DIRECTORS - persons with both teaching and administrative duties

ADMINISTRATIVE DIRECTORS - persons with primarily administrative duties

	TEACHERS	ASSISTANT TEACHERS	TEACHER DIRECTORS	ADMIN. DIRECTORS
1. Using these definitions; A. How many TEACHERS are currently on your payroll? B. How many ASSISTANT TEACHERS? C. How many TEACHER DIRECTORS? D. How many ADMINISTRATIVE DIRS. (including you)? So you have a total of (____) employees on your payroll?	NUMBER ON PAYROLL _____	NUMBER ON PAYROLL _____	NUMBER ON PAYROLL _____	NUMBER ON PAYROLL _____
2. How many of the (____) work only part-time, that is fewer than 30 hours a week?	NUMBER PART-TIME _____	NUMBER PART-TIME _____	NUMBER PART-TIME _____	NUMBER PART-TIME _____
3. So you have (q1 – q2 =____) (____) who work full-time?	NUMBER FULL-TIME _____	NUMBER FULL-TIME _____	NUMBER FULL-TIME _____	NUMBER FULL-TIME _____
4. What is the minimum level of education required to be a (____) at your center?	NONE H.S. / G.E.D. SOME COL AA COLLEGE GRAD	NONE H.S. / G.E.D. SOME COL AA COLLEGE GRAD	NONE H.S. / G.E.D. SOME COL AA COLLEGE GRAD	NONE H.S. / G.E.D. SOME COL AA COLLEGE GRAD
5. How many of the (____) have a bachelors or advanced degree from a college or university?	NUMBER COLLEGE GRADUATES _____	NUMBER COLLEGE GRADUATES _____	NUMBER COLLEGE GRADUATES _____	NUMBER COLLEGE GRADUATES _____

	TEACHERS	ASSISTANT TEACHERS	TEACHER DIRECTORS	ADMIN. DIRECTORS
6. And how many others have an AA degree or college credits?	NUMBER WITH AA OR SOME COLLEGE _____	NUMBER WITH AA OR SOME COLLEGE _____	NUMBER WITH AA OR SOME COLLEGE _____	NUMBER WITH AA OR SOME COLLEGE _____
7. So you have (q1 – q5 – q6 _____) () who have a high school degree or less?	NUMBER WITH HIGH SCHOOL OR LESS _____	NUMBER WITH HIGH SCHOOL OR LESS _____	NUMBER WITH HIGH SCHOOL OR LESS _____	NUMBER WITH HIGH SCHOOL OR LESS _____
8. What is the average length of employment for () at your center? Would you say most () work there 6 months or less, from 7 to 11 months, about 1 year, about 2 years, about 3 years, about 4 years, or 5 years or more?	6 MOS. OR LESS 7 – 11 MOS. ONE YR TWO YRS THREE YEARS FOUR YEARS FIVE PLUS YRS	6 MOS. OR LESS 7 – 11 MOS. ONE YR TWO YRS THREE YEARS FOUR YEARS FIVE PLUS YRS	6 MOS. OR LESS 7 – 11 MOS. ONE YR TWO YRS THREE YEARS FOUR YEARS FIVE PLUS YRS	6 MOS. OR LESS 7 – 11 MOS. ONE YR TWO YRS THREE YEARS FOUR YEARS FIVE PLUS YRS
9. What is the lowest starting salary for () -- per hour?	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour
10. What hourly wage does your highest paid () earn?	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour
11. What would you say the average hourly wage is for ()?	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour	\$ _____ Per Hour
	PART-TIME TEACHING / ADMINISTRATIVE STAFF		FULL-TIME TEACHING / ADMINISTRATIVE STAFF	
12. INTERVIEWER: ENTER NUMBERS OF PART-TIME AND FULL-TIME EMPLOYEES (QUESTIONS 2 & 3)	NUMBER OF _____		NUMBER OF _____	
13. The next questions are about benefits that some child care centers offer their employees. Do you have reduced child care fees for your (PART-TIME / FULL-TIME) employees?	NO YES		NO YES	
14. Unpaid, job-protected maternity and/or paternity leave?	NO YES		NO YES	

	PART-TIME TEACHING / ADMINISTRATIVE STAFF	FULL-TIME TEACHING / ADMINISTRATIVE STAFF
15. Paid maternity and/or paternity leave?	NO YES	NO YES
16. Retirement or pension plan?	NO YES	NO YES
17. Do you pay registration fees for workshops, conferences, etc.?	NO YES	NO YES
18. What about tuition reimbursement for education?	NO YES	NO YES
19. Do you offer Paid Time Off (PTO) or paid personal days that can be used as sick days and/or vacation time?	NO YES	NO YES
20a. Paid vacations (not included in PTO)?	NO YES	NO YES
20b. Paid sick leave (not included in PTO)?	NO YES	NO YES
21. Paid holidays?	NO YES	NO YES
22. Do you offer your (PART-TIME / FULL-TIME) employees Health Insurance benefits of any kind? (What kind of benefits?)	NO HEALTH INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID	NO HEALTH INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID
23. What about Dental Insurance? (What kind of benefits?)	NO DENTAL INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID	NO DENTAL INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID

	PART-TIME TEACHING / ADMINISTRATIVE STAFF	FULL-TIME TEACHING / ADMINISTRATIVE STAFF
24. What about Life Insurance? (What kind of benefits?)	NO LIFE INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID	NO LIFE INSURANCE FULL OR PART PAID FOR EMPLOYEES & DEPENDENTS FULL OR PART PAID FOR EMPLOYEES, NOT DEPENDENTS AVAILABLE, UNPAID

25. We have just a few questions about your center to allow us to compare data with other centers with similar characteristics. Is the center run for profit or is it a non-profit facility?

[1] PROFIT

[2] NON-PROFIT / PUBLIC SCHOOL (skip to q 28)

26. Is the center part of a corporation, organization or business with 4 or more centers?

[0] NO (skip to q 29)

[1] YES

27. Does the corporation, organization or business have centers in states other than Arizona?

[0] NO (skip to q 29)

[1] YES (skip to q 29)

28. Is the center funded by Head Start, the public school system, a charter school, a religious or faith based organization, a corporate or business employer, a university or college, state or local government, a community based organization or is it a parent cooperative?

[01] HEAD START

[02] PUBLIC/CHARTER SCHOOL INCLUDING TITLE ONE

[03] RELIGIOUS OR FAITH BASED ORGANIZATION

[04] CORPORATE OR BUSINESS EMPLOYER

[05] UNIVERSITY OR COLLEGE

[06] STATE OR LOCAL GOVERNMENT AGENCY

[07] YMCA

[08] OTHER COMMUNITY BASED ORGANIZATION

[09] COOPERATIVE

[96] OTHER RESPONSE _____

29. And does your center provide care ONLY for school aged children, ONLY for children too young to attend school, or do you provide care for both age groups.

[1] ONLY SCHOOL AGED CHILDREN

[3] NO SCHOOL AGED CHILDREN / ONLY YOUNGER CHILDREN

[3] SCHOOL AGED AND YOUNGER [6] OTHER RESPONSE

30. What is the zip code of child care facility or geographic area covered by your office?

ZIP CODE _____ GEOGRAPHIC AREA COVERED _____

Thank you very much for your time and cooperation with this study. Do you have any questions or any comments you would like to make about the study? _____

If you have any questions about this study you can call Alicia Smith at the Arizona Governor's Office for Children, Youth and Families at (602) 364-2259.

To reach the Maricopa County Office of Research & Reporting please call (602) 506-1600 or toll free 1(877) 499-6100.

Appendix D – Survey Responses

2004 Early Education Professionals Compensation & Credentials Survey

Average Hourly Salary

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$7.00	\$7.00	\$9.07	\$9.00	\$8.00	\$8.10
# of Responses	262	169	31	191	317	970
# Assistant Teachers	1141	941	908	1795	1864	6649
2001 Median	\$7.00	\$6.75	\$8.50	\$7.75	\$7.22	\$7.22
# of Responses	280	72	38	168	262	820
# Assistant Teachers	1549	1006	748	1486	1779	6568
1997 Median	\$5.25	\$5.25	\$7.69	\$6.75	\$5.90	\$5.75
# of Responses	227	123	39	46	288	723
# Assistant Teachers	1109	825	651	333	1687	4605

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$8.00	\$8.00	\$13.32	\$14.36	\$9.75	\$9.00
# of Responses	339	219	32	193	377	1160
# of Teachers	2407	2586	969	1566	2316	9844
2001 Median	\$7.50	\$7.50	\$12.45	\$10.50	\$8.50	\$8.00
# of Responses	365	85	42	161	326	979
# of Teachers	3166	2179	734	1115	2366	9560
1997 Median	\$6.00	\$5.50	\$9.80	\$7.60	\$7.00	\$6.20
# of Responses	278	159	38	46	327	848
# of Teachers	1990	1590	601	267	2028	6476

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$10.00	\$10.20	\$13.00	\$11.25	\$11.00	\$10.92
# of Responses	181	125	13	88	192	599
# Teacher Directors	245	212	68	238	262	1025
2001 Median	\$9.00	\$9.09	\$14.00	\$13.58	\$10.00	\$10.19
# of Responses	221	50	18	114	182	585
# Teacher Directors	347	133	137	296	364	1277
1997 Median	\$7.75	\$6.75	\$10.50	\$10.83	\$8.50	\$8.00
# of Responses	171	75	3	43	196	488
# Teacher Directors	246	105	3	100	256	710

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$13.00	\$14.30	\$18.00	\$25.00	\$14.50	\$15.00
# of Responses	200	175	29	147	276	827
# Admin. Directors	262	215	127	197	334	1135
2001 Median	\$12.00	\$13.05	\$16.68	\$23.85	\$12.93	\$13.84
# of Responses	236	64	29	137	221	687
# Admin. Directors	352	186	96	198	329	1161
1997 Median	\$10.00	\$10.75	\$14.09	\$15.00	\$12.00	\$11.45
# of Responses	168	125	36	23	238	590
# Admin. Directors	223	185	106	32	289	835

2004 Early Education Professionals Compensation & Credentials Survey

Average Wages by Specific Type of Employer

		For Profit < 4 Sites	For Profit 4+ Sites AZ	For Profit 4+ Sites US	Head Start	Schools	Religious Org.	YMCA	Other Non-Profit	All Types
Average Hourly Wage For Assistant Teachers	Minimum	\$5.00	\$5.00	\$5.00	\$6.35	\$5.15	\$5.00	\$5.30	\$5.15	\$5.00
	Median	\$7.00	\$7.00	\$7.25	\$9.07	\$9.00	\$8.00	\$7.00	\$8.20	\$8.10
	Maximum	\$14.00	\$10.00	\$10.00	\$13.64	\$22.00	\$16.00	\$8.50	\$15.43	\$22.00
	Mean	\$7.40	\$7.54	\$7.12	\$9.10	\$9.22	\$8.03	\$6.96	\$8.53	\$8.32
	Mode	7.00	\$10.00	\$7.50	\$9.45	\$9.00	\$8.00	\$7.50	\$8.50	\$7.00
	# of Responses	262	88	81	31	191	191	18	108	970
	# Assistant Teachers	1141	558	383	908	1795	955	190	719	6649
Average Hourly Wage For Teachers	Minimum	\$5.25	\$5.00	\$6.70	\$9.00	\$6.00	\$5.15	\$7.00	\$6.00	\$5.00
	Median	\$8.00	\$7.50	\$8.25	\$13.32	\$14.36	\$10.00	\$8.00	\$10.00	\$9.00
	Maximum	\$25.00	\$16.40	\$20.43	\$30.65	\$40.00	\$25.24	\$10.00	\$28.73	\$40.00
	Mean	\$8.58	\$7.84	\$8.55	\$13.72	\$15.71	\$10.43	\$8.40	\$11.01	\$10.59
	Mode	\$8.00	\$7.00	\$8.00	\$13.31	\$20.00	\$9.00	\$8.00	\$7.00	\$8.00
	# of Responses	339	104	115	32	193	225	20	132	1160
	# of Teachers	2407	1122	1464	969	1566	1398	134	784	9844
Average Hourly Wage For Teachers Directors	Minimum	\$6.00	\$5.50	\$5.00	\$10.44	\$7.66	\$6.00	\$7.80	\$7.00	\$5.00
	Median	\$10.00	\$10.00	\$10.20	\$13.00	\$11.25	\$12.45	\$10.00	\$10.00	\$10.92
	Maximum	\$40.70	\$28.73	\$18.67	\$37.50	\$38.00	\$26.00	\$14.84	\$26.00	\$40.70
	Mean	\$11.24	\$11.76	\$10.30	\$14.06	\$14.64	\$13.15	\$10.00	\$12.10	\$12.48
	Mode	\$10.00	\$19.00	\$10.50	\$13.00	\$9.50	\$10.00	\$10.00	\$9.00	\$10.00
	# of Responses	181	63	62	13	88	110	14	68	599
	# of Teacher Directors	245	115	97	68	238	129	27	106	1025
Average Hourly Wage For Admin. Directors	Minimum	\$6.00	\$6.75	\$8.50	\$10.70	\$9.00	\$5.15	\$8.50	\$7.00	\$5.15
	Median	\$13.00	\$14.00	\$14.33	\$18.00	\$25.00	\$13.50	\$15.00	\$17.00	\$15.00
	Maximum	\$30.00	\$40.00	\$26.34	\$35.91	\$52.00	\$45.00	\$22.00	\$50.48	\$52.00
	Mean	\$14.21	\$15.31	\$14.28	\$19.03	\$24.19	\$14.89	\$14.03	\$18.61	\$17.20
	Mode	\$10.00	\$15.00	\$15.00	\$18.00	\$14.50	\$12.00	\$8.50	\$18.00	\$15.00
	# of Responses	200	82	93	29	147	159	15	102	827
	# of Admin. Directors	262	95	120	127	197	179	21	134	1135

2004 Early Education Professionals Compensation & Credentials Survey

Average Hourly Wages in Head Start and Public Schools Compared to Other Employers

		HS & PS	Other	All Types
Average Hourly Wage for Assistant Teachers	Minimum	\$5.15	\$5.00	\$5.00
	Median	\$9.00	\$7.50	\$8.10
	Maximum	\$22.00	\$16.00	\$22.00
	Mean	\$9.18	\$7.73	\$8.32
	Mode	\$10.00	\$7.00	\$7.00
	# of Responses	222	748	970
	# Assistant Teachers	2703	3946	6649
Average Hourly Wage For Teachers	Minimum	\$6.00	\$5.00	\$5.00
	Median	\$13.40	\$8.00	\$9.00
	Maximum	\$40.00	\$28.73	\$40.00
	Mean	\$14.95	\$9.07	\$10.59
	Mode	\$13.31	\$8.00	\$8.00
	# of Responses	225	935	1160
	# of Teachers	2535	7309	9844
Average Hourly Wage for Teacher Directors	Minimum	\$7.66	\$5.00	\$5.00
	Median	\$13.00	\$10.20	\$10.92
	Maximum	\$38.00	\$40.70	\$40.70
	Mean	\$14.51	\$11.62	\$12.48
	Mode	\$9.50	\$10.00	\$10.00
	# of Responses	101	498	599
	# of Teacher Directors	306	719	1025
Average Hourly Wage For Admin. Director	Minimum	\$9.00	\$5.15	\$5.15
	Median	\$20.00	\$14.00	\$15.00
	Maximum	\$52.00	\$50.48	\$52.00
	Mean	\$22.17	\$15.22	\$17.20
	Mode	\$18.00	\$10.00	\$15.00
	# of Responses	176	651	827
	# Admin. Directors	324	811	1135

2004 Early Education Professionals Compensation & Credentials Survey

Lowest Starting Salary

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$6.50	\$6.50	\$8.16	\$8.00	\$7.00	\$7.25
# of Responses	263	168	31	193	315	970
# Assistant Teachers	1145	938	908	1835	1859	6685
2001 Median	\$6.00	\$6.00	\$8.21	\$7.12	\$6.50	\$6.50
# of Responses	285	72	38	175	263	833
# Assistant Teachers	1611	1006	748	1552	1786	6703
1997 Median	\$5.00	\$4.75	\$6.76	\$6.43	\$5.25	\$5.25
# of Responses	237	128	40	47	299	751
# Assistant Teachers	1147	858	663	351	1744	4763

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$6.50	\$7.00	\$11.32	\$12.42	\$8.00	\$7.50
# of Responses	339	218	32	197	374	1160
# of Teachers	2418	2579	969	1667	2309	9942
2001 Median	\$6.50	\$6.25	\$10.02	\$10.00	\$7.00	\$7.00
# of Responses	368	86	42	172	327	995
# of Teachers	3330	2201	734	1223	2376	9864
1997 Median	\$5.00	\$5.00	\$8.90	\$6.91	\$6.25	\$5.50
# of Responses	295	166	39	52	343	895
# of Teachers	2099	1716	646	288	2129	6878

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$9.00	\$9.00	\$12.00	\$10.60	\$10.00	\$9.79
# of Responses	179	123	13	82	185	582
# Teacher Directors	243	210	68	231	254	1006
2001 Median	\$8.00	\$8.11	\$12.45	\$12.00	\$8.50	\$9.05
# of Responses	224	52	18	121	179	594
# Teacher Directors	368	137	137	303	362	1307
1997 Median	\$6.75	\$6.25	\$7.27	\$9.01	\$7.50	\$7.00
# of Responses	159	77	4	41	177	458
# Teacher Directors	231	113	4	99	235	682

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$11.50	\$12.00	\$15.00	\$21.48	\$12.50	\$13.75
# of Responses	192	168	29	126	262	777
# Admin. Directors	252	208	127	174	320	1081
2001 Median	\$10.00	\$11.49	\$14.41	\$17.88	\$10.54	\$11.50
# of Responses	250	67	29	142	221	709
# Admin. Directors	372	190	98	204	328	1192
1997 Median	\$8.00	\$8.85	\$11.42	\$11.00	\$10.41	\$9.31
# of Responses	158	115	33	23	202	531
# Admin. Directors	213	171	103	32	257	776

2004 Early Education Professionals Compensation & Credentials Survey

Highest Salary

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$8.00	\$7.75	\$10.95	\$10.00	\$9.00	\$9.00
# of Responses	262	169	31	193	316	971
# Assistant Teachers	1142	941	908	1835	1860	6686
2001 Median	\$7.00	\$7.50	\$9.87	\$8.76	\$8.00	\$8.00
# of Responses	282	72	38	172	263	827
# Assistant Teachers	1595	1006	748	1514	1781	6644
1997 Median	\$5.50	\$5.30	\$8.94	\$7.50	\$6.47	\$6.20
# of Responses	236	126	39	46	297	744
# Assistant Teachers	1144	850	651	341	1721	4707

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$9.50	\$9.75	\$15.44	\$16.76	\$11.50	\$11.00
# of Responses	340	218	32	198	376	1164
# of Teachers	2427	2574	969	1669	2312	9951
2001 Median	\$8.75	\$9.35	\$15.00	\$14.00	\$10.00	\$9.78
# of Responses	364	84	42	170	327	987
# of Teachers	3284	2168	734	1208	2382	9776
1997 Median	\$7.00	\$6.75	\$12.29	\$8.34	\$8.30	\$7.25
# of Responses	296	165	40	51	340	892
# of Teachers	2098	1703	654	281	2092	6828

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$11.00	\$11.00	\$14.00	\$13.32	\$12.00	\$12.00
# of Responses	181	125	13	87	192	598
# Teacher Directors	245	212	68	223	262	1010
2001 Median	\$10.00	\$10.00	\$14.62	\$15.00	\$10.98	\$11.32
# of Responses	220	50	17	120	183	590
# Teacher Directors	363	133	136	302	366	1300
1997 Median	\$8.00	\$7.15	\$9.04	\$10.75	\$9.00	\$8.75
# of Responses	173	79	4	44	199	499
# Teacher Directors	248	116	4	102	262	732

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
2004 Median	\$14.18	\$14.36	\$25.38	\$25.56	\$15.00	\$16.02
# of Responses	200	175	29	146	276	826
# Admin. Directors	262	215	127	196	334	1134
2001 Median	\$12.60	\$15.45	\$18.63	\$25.70	\$16.88	\$15.45
# of Responses	236	65	29	140	226	696
# Admin. Directors	353	187	96	200	334	1170
1997 Median	\$10.00	\$11.69	\$14.50	\$14.23	\$13.00	\$12.50
# of Responses	172	128	37	23	246	606
# Admin. Directors	227	188	107	32	305	859

2004 Early Education Professionals Compensation & Credentials Survey

Average Length of Employment

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
6 Months or Less	7%	18%		1%	5%	5%
7 - 11 Months	11%	12%		9%	4%	7%
One Year	23%	25%	28%	7%	23%	20%
Two Years	22%	22%	6%	30%	24%	23%
Three Years	15%	4%	16%	29%	10%	16%
Four Years	3%	3%	4%	4%	9%	5%
Five Years or More	15%	16%	47%	18%	23%	23%
Don't Know/Refused	4%	1%		2%	1%	2%
# of Responses	263	169	31	193	318	974
# Assistant Teachers	1145	941	908	1835	1865	6694

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
6 Months or Less	2%	5%		1%	1%	2%
7 - 11 Months	3%	5%		2%	3%	3%
One Year	13%	19%	0%	13%	9%	12%
Two Years	21%	20%	7%	8%	16%	16%
Three Years	19%	20%	1%	13%	13%	15%
Four Years	9%	8%	24%	13%	12%	12%
Five Years or More	31%	19%	68%	48%	47%	38%
Don't Know/Refused	3%	4%		3%		2%
# of Responses	342	219	32	198	377	1168
# Teachers	2433	2586	969	1669	2316	9973

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
6 Months or Less	5%	6%		1%	4%	4%
7 - 11 Months	1%	3%		8%	2%	3%
One Year	3%	9%	1%	2%	6%	5%
Two Years	12%	16%	1%	16%	10%	13%
Three Years	14%	10%	1%	5%	11%	9%
Four Years	10%	5%	3%	28%	8%	12%
Five Years or More	51%	46%	85%	38%	57%	51%
Don't Know/Refused	3%	5%	7%	1%	3%	3%
# of Responses	196	129	13	93	202	633
# Teacher Directors	262	220	68	250	274	1074

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
6 Months or Less	3%	3%		4%	3%	3%
7 - 11 Months	2%	0%		2%	2%	2%
One Year	5%	5%		6%	7%	5%
Two Years	6%	10%	6%	8%	6%	7%
Three Years	11%	13%	6%	7%	9%	10%
Four Years	7%	14%	2%	13%	8%	9%
Five Years or More	62%	52%	77%	57%	59%	60%
Don't Know/Refused	5%	3%	9%	1%	4%	4%
# of Responses	273	192	29	154	293	941
# Admin. Directors	344	235	127	205	353	1264

2004 Early Education Professionals Compensation & Credentials Survey

Length of Employment in Head Start and Public Schools Compared to Other Employers

		HS & PS	Other	All Types
Average Length Assistant Teacher Employment	One Yr or Less	20%	40%	32%
	2 or 3 Years	46%	33%	38%
	4 Years +	32%	25%	28%
	Don't Know/Refused	2%	2%	2%
	# of Responses	224	750	974
	# Assistant Teachers	2743	3951	6694
Average Length Teacher Employment	One Yr or Less	10%	20%	17%
	2 or 3 Years	16%	37%	31%
	4 Years +	73%	41%	49%
	Don't Know/Refused	2%	2%	2%
	# of Responses	230	938	1168
	# Teachers	2638	7335	9973
Average Length Teacher-Director Employment	One Yr or Less	10%	13%	12%
	2 or 3 Years	17%	24%	22%
	4 Years +	71%	60%	63%
	Don't Know/Refused	2%	4%	3%
	# of Responses	106	527	633
	# Teacher Directors	318	756	1074
Average Length Administrative Director Employment	One Yr or Less	8%	10%	10%
	2 or 3 Years	14%	18%	17%
	4 Years +	73%	68%	69%
	Don't Know/Refused	4%	4%	4%
	# of Responses	183	758	941
	# Admin. Directors	332	932	1264

2004 Early Education Professionals Compensation & Credentials Survey

Minimum Required Education

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Educational Requirement	9%	9%		1%	4%	4%
High School or GED	81%	86%	85%	72%	87%	81%
Some College	8%	4%	15%	27%	8%	14%
College Grad	0%			0%	0%	0%
Don't Know / Refused	1%	1%		1%	1%	1%
# of Responses	263	169	31	193	318	974
# Assistant Teachers	1145	941	908	1835	1865	6694

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Educational Requirement	0%	1%		0%	0%	0%
High School or GED	83%	89%	5%	30%	63%	63%
Some College	12%	8%	92%	22%	27%	24%
College Grad	5%	2%	3%	48%	10%	12%
Don't Know / Refused	0%	1%		0%	0%	0%
# of Responses	342	219	32	198	377	1168
# Teachers	2433	2586	969	1669	2316	9973

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Educational Requirement	0%	2%			0%	1%
High School or GED	39%	45%		36%	28%	34%
Some College	41%	46%	85%	34%	41%	43%
College Grad	16%	6%	15%	28%	27%	19%
Don't Know / Refused	3%	2%		2%	4%	3%
# of Responses	196	129	13	93	202	633
# Teacher Directors	262	220	68	250	274	1074

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Educational Requirement	1%	1%			0%	1%
High School or GED	31%	32%		11%	17%	21%
Some College	33%	43%	65%	18%	37%	37%
College Grad	27%	23%	33%	69%	44%	38%
Don't Know / Refused	7%	1%	2%	1%	3%	3%
# of Responses	273	192	29	154	293	941
# Admin. Directors	344	235	127	205	353	1264

2004 Early Education Professionals Compensation & Credentials Survey

Average Wages by Minimum Required Education

		Minimum Level Education: Assistant Teachers					All Types
		None	HS or GED	Some College	College Grad	Don't Know /Refused	
Average Hourly Wage For Assistant Teachers:	Minimum	\$5.15	\$5.00	\$6.00	\$9.00	\$6.00	\$5.00
	Median	\$6.88	\$8.00	\$9.00	\$10.54	\$9.35	\$8.10
	Maximum	\$9.57	\$16.00	\$22.00	\$15.00	\$11.00	\$22.00
	Mean	\$6.85	\$8.22	\$9.34	\$11.27	\$9.15	\$8.32
	Mode	\$6.50	\$7.00	\$10.00	\$9.00	\$8.00	\$7.00
	# of Responses	75	758	122	4	11	970
	# Assistant Teachers	280	5430	888	8	43	6649
		Minimum Level Education: Assistant Teachers					All Types
		None	HS or GED	Some College	College Grad	Don't Know /Refused	
Average Hourly Wage For Teachers:	Minimum	\$7.00	\$5.00	\$5.15	\$7.00	\$7.20	\$5.00
	Median	\$7.00	\$8.00	\$13.00	\$20.00	\$7.20	\$9.00
	Maximum	\$19.15	\$22.00	\$40.00	\$32.56	\$20.43	\$40.00
	Mean	\$8.63	\$8.43	\$12.37	\$18.89	\$9.53	\$10.59
	Mode	\$7.00	\$8.00	\$13.31	\$20.00	\$7.20	\$8.00
	# of Responses	5	729	262	158	6	1160
	# of Teachers	29	6300	2330	1151	34	9844
		Minimum Level Education: Assistant Teachers					All Types
		None	HS or GED	Some College	College Grad	Don't Know /Refused	
Average Hourly Wage for Teacher Directors:	Minimum	\$9.00	\$5.50	\$5.00	\$7.00	\$6.00	\$5.00
	Median	\$12.38	9.50	\$11.00	\$15.11	\$10.00	\$10.92
	Maximum	\$24.26	\$20.11	\$35.00	\$40.70	\$27.45	\$40.70
	Mean	\$13.91	\$10.12	\$12.42	\$17.00	\$12.20	\$12.48
	Mode	\$9.00	\$9.50	\$10.00	\$10.00	\$10.00	\$10.00
	# of Responses	5	204	234	137	19	599
	# Teacher Directors	6	360	440	194	25	1025
		Minimum Level Education: Assistant Teachers					All Types
		None	HS or GED	Some College	College Grad	Don't Know /Refused	
Average Hourly Wage for Admin. Directors:	Minimum	\$13.80	\$5.15	\$6.25	\$8.00	\$8.50	\$5.15
	Median	\$15.50	\$12.00	\$14.36	\$19.15	\$16.88	\$15.00
	Maximum	\$21.00	\$28.73	\$45.00	\$52.00	\$35.00	\$52.00
	Mean	\$16.45	\$12.76	\$15.24	\$21.39	\$17.94	\$17.20
	Mode	\$13.80	\$10.00	\$18.00	\$15.00	\$17.00	\$15.00
	# of Responses	4	178	271	347	27	827
	# Admin. Directors	4	233	423	441	34	1135

2004 Early Education Professionals Compensation & Credentials Survey

Level of Education Attained

Assistant Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
College Graduates	7%	3%	2%	7%	13%	8%
Some College / AA	26%	24%	59%	53%	37%	36%
High School or Less	67%	73%	39%	40%	50%	56%

Teachers:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
College Graduates	23%	16%	17%	60%	35%	32%
Some College / AA	35%	36%	73%	29%	41%	37%
High School or Less	43%	49%	11%	11%	23%	31%

Teacher Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
College Graduates	31%	17%	38%	67%	49%	40%
Some College / AA	49%	62%	62%	29%	41%	46%
High School or Less	19%	21%	0%	4%	10%	14%

Administrative Directors:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
College Graduates	50%	38%	76%	88%	61%	58%
Some College / AA	38%	52%	24%	9%	33%	34%
High School or Less	12%	11%	0%	3%	6%	8%

2004 Early Education Professionals Compensation & Credentials Survey

Educational Attainment by Specific Type of Employer

	For Profit < 4 Sites	For Profit 4+ Sites AZ	For Profit 4+ Sites US	Head Start	Schools	Religious Org.	YMCA	Other Non-Profit	All Types
Assistant Teachers Graduated College	7%	4%	2%	2%	7%	16%	2%	10%	8%
Assistant Teachers Some College	26%	22%	25%	59%	53%	32%	55%	43%	36%
Assistant Teachers No College	67%	74%	73%	39%	40%	53%	43%	47%	56%
Teachers Graduated College	23%	14%	17%	17%	60%	35%	26%	36%	32%
Teachers Some College	35%	36%	35%	73%	29%	38%	52%	46%	37%
Teachers No College	43%	50%	47%	11%	11%	27%	22%	18%	31%
Teacher Directors Graduated College	31%	20%	15%	38%	67%	49%	36%	52%	40%
Teacher Directors Some College	49%	57%	67%	62%	29%	39%	50%	43%	46%
Teacher Directors No College	19%	24%	18%	0%	4%	13%	14%	5%	14%
Admin. Directors Graduated College	50%	41%	34%	76%	88%	60%	47%	64%	58%
Admin. Directors Some College	38%	50%	53%	24%	9%	32%	47%	31%	34%
Admin. Directors No College	12%	9%	12%	0%	3%	7%	7%	5%	8%

2004 Early Education Professionals Compensation & Credentials Survey

Benefits Available to Full Time Employees

Reduced Child Care Fees:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	7%	2%	94%	51%	13%	28%
Yes	93%	98%	6%	49%	86%	72%
Don't Know / Refused	1%	0%			1%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Unpaid Maternity Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	30%	20%	14%	18%	24%	22%
Yes	70%	80%	85%	80%	75%	78%
Don't Know / Refused	0%	0%	1%	2%	0%	1%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Paid Maternity Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	89%	72%	58%	66%	73%	73%
Yes	10%	27%	40%	29%	26%	25%
Don't Know / Refused	1%	1%	2%	4%	1%	2%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Retirement Plan:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	79%	41%	0%	15%	48%	40%
Yes	21%	58%	100%	84%	52%	59%
Don't Know / Refused	0%		1%	1%		0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Pay Registration For Workshops:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	18%	32%		3%	10%	15%
Yes	82%	67%	100%	97%	90%	85%
Don't Know / Refused	0%	1%			0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Tuition Reimbursement:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	66%	34%	21%	41%	50%	44%
Yes	34%	65%	79%	59%	49%	56%
Don't Know / Refused		1%			0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

2004 Early Education Professionals Compensation & Credentials Survey

Leave and Insurance for Full Time Employees

Paid Vacation:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	23%	6%	8%	9%	9%	11%
Yes	26%	9%	29%	1%	10%	15%
Personal Time Off	51%	85%	63%	90%	81%	74%
Don't Know / Refused	0%			0%	0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Paid Sick Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	43%	11%		7%	11%	16%
Yes	5%	3%	37%	3%	7%	10%
Personal Time Off	51%	85%	63%	90%	81%	74%
Don't Know / Refused	1%			0%	0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Paid Holidays:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	40%	12%	2%	14%	16%	18%
Yes	60%	88%	98%	86%	82%	82%
Don't Know / Refused	0%	0%		0%	2%	1%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Health Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	59%	13%	0%	8%	27%	24%
Full or Part Paid for Emp & Dep	12%	48%	34%	14%	26%	27%
Full or Part Paid for Emp Only	24%	26%	66%	76%	42%	43%
Available Unpaid	5%	13%		1%	5%	5%
Don't Know / Refused		0%			0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Dental Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	68%	16%	0%	15%	37%	30%
Full or Part Paid for Emp & Dep	10%	47%	35%	10%	24%	26%
Full or Part Paid for Emp Only	17%	23%	53%	59%	29%	34%
Available Unpaid	4%	14%	11%	15%	10%	11%
Don't Know / Refused				1%	0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

Life Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	84%	26%	0%	20%	51%	39%
Full or Part Paid for Emp & Dep	4%	34%	32%	11%	13%	19%
Full or Part Paid for Emp Only	6%	27%	67%	61%	27%	34%
Available Unpaid	6%	13%	1%	7%	9%	8%
Don't Know / Refused		0%		1%	0%	0%
# of Responses	337	218	32	194	355	1136
# Full Time Employees	2981	3171	2017	2235	2645	13049

2004 Early Education Professionals Compensation & Credentials Survey

Selected Benefits for Full Time Employees in Head Start and Public Schools Compared to Other Employers

		HS & PS	Other	All Types
Paid Vacation For Full Time Staff	No	8%	12%	11%
	Yes	14%	15%	15%
	PTO	77%	73%	74%
	Don't Know/Refused	0%	0%	0%
	# of Responses	228	910	1138
	# Full Time Employees	4259	8797	13056
Paid Sick Leave For Full Time Staff	No	4%	22%	16%
	Yes	19%	5%	10%
	PTO	77%	73%	74%
	Don't Know/Refused	0%	0%	0%
	# of Responses	228	910	1138
	# Full Time Employees	4259	8797	12056
Paid Hollidays For FullTime Staff	No	8%	23%	18%
	Yes	92%	77%	82%
	Don't Know/Refused	0%	1%	1%
	# of Responses	226	910	1136
	# Full Time Employees	4252	8797	13049
Health Benefits For Full Time Staff	No	4%	33%	24%
	Full or Part Paid for Emp & Dep	23%	29%	27%
	Full or Part Paid for Emp Only	72%	30%	43%
	Available Unpaid	1%	8%	5%
	Don't Know/Refused	0%	0%	0%
	# of Responses	226	910	1136
Dental Ins Benefits For Full Time Staff	No Insurance	8%	40%	30%
	Full or Part Paid for Emp & Dep	22%	28%	26%
	Full or Part Paid for Emp Only	56%	23%	34%
	Available Unpaid	13%	10%	11%
	Don't Know/Refused	0%	0%	0%
	# of Responses	226	910	1136
	# Full Time Employees	4252	8797	13049

2004 Early Education Professionals Compensation & Credentials Survey

Benefits Available to Part Time Employees

Reduced Child Care Fees:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	13%	23%	54%	40%	26%	27%
Yes	87%	77%	46%	60%	74%	73%
Don't Know / Refused	1%					0%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Unpaid Maternity Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	45%	27%	6%	50%	45%	44%
Yes	55%	73%	54%	48%	54%	55%
Don't Know / Refused	1%		40%	1%	1%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Paid Maternity Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	95%	93%	52%	85%	92%	90%
Yes	5%	7%	40%	15%	6%	9%
Don't Know / Refused			8%	0%	2%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Retirement Plan:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	92%	77%	46%	45%	76%	70%
Yes	8%	22%	54%	54%	23%	29%
Don't Know / Refused		1%		1%	0%	0%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Pay Registration For Workshops:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	20%	37%		27%	9%	20%
Yes	80%	63%	100%	72%	91%	80%
Don't Know / Refused	0%			0%	0%	0%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Tuition Reimbursement:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	69%	61%	12%	66%	60%	63%
Yes	31%	37%	88%	33%	39%	36%
Don't Know / Refused		2%		1%	1%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

2004 Early Education Professionals Compensation & Credentials Survey

Leave and Insurance for Part Time Employees

Paid Vacation:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	52%	50%	44%	63%	42%	51%
Yes	13%	11%		1%	6%	7%
Personal Time Off	35%	39%	56%	34%	52%	41%
Don't Know / Refused	0%			2%		1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Paid Sick Leave:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	61%	59%	36%	60%	42%	53%
Yes	4%	2%	7%	4%	7%	5%
Personal Time Off	35%	39%	56%	34%	52%	41%
Don't Know / Refused	0%			2%	0%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Paid Holidays:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No	58%	54%	46%	68%	47%	56%
Yes	42%	45%	54%	32%	51%	43%
Don't Know / Refused	0%	2%			2%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Health Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	89%	69%	46%	59%	82%	75%
Full or Part Paid for Emp & Dep	4%	40%	3%	4%	6%	
Full or Part Paid for Emp Only	4%	14%	21%	6%	10%	
Available Unpaid	2%	5%		17%	5%	8%
Don't Know / Refused					2%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Dental Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	89%	69%	46%	64%	84%	77%
Full or Part Paid for Emp & Dep	4%	40%	2%	5%	7%	
Full or Part Paid for Emp Only	4%	14%	14%	3%	7%	
Available Unpaid	3%	7%		20%	5%	9%
Don't Know / Refused					2%	1%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937

Life Insurance:

	For Profit < 4 Sites	For Profit 4+ Sites	Head Start	Public Schools	Other Non-Profit	All Types
No Insurance	94%	70%	46%	69%	89%	82%
Full or Part Paid for Emp & Dep	1%	40%	4%	3%	5%	
Full or Part Paid for Emp Only	2%	14%	13%	4%	6%	
Available Unpaid		7%		13%	4%	7%
Don't Know / Refused				0%		0%
# of Responses	274	192	5	152	350	973
# Part Time Employees	1201	810	50	1713	2163	5937



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